

THE CIVILIAN

A FORTNIGHTLY JOURNAL
DEVOTED TO THE INTERESTS
OF THE
CIVIL SERVICE OF CANADA

FEATURES

Public Service Superannuation.

Poem: The Shells.

Young Man, Choose.

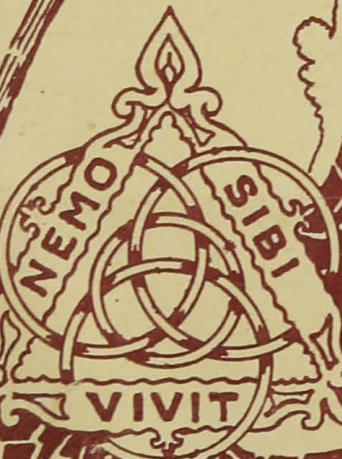
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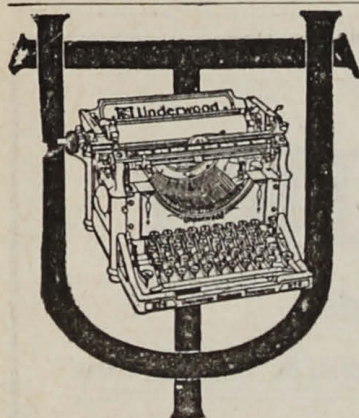
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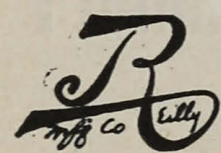
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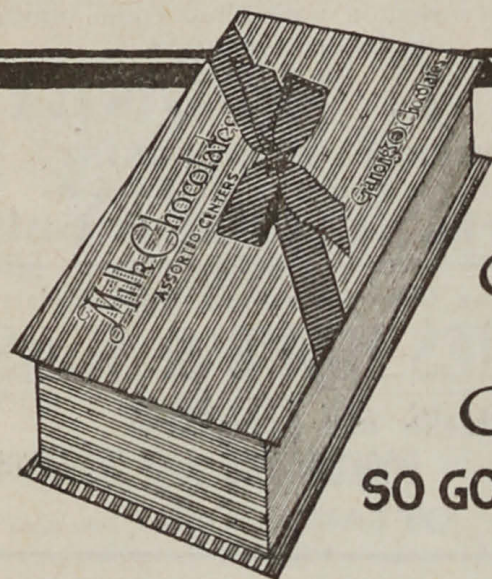
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THE CIVILIAN

VOL. IX.

JULY 21, 1916.

No. 7

Public Service Superannuation.

(Concluded.)

3. If this represents the best available opinion on the principles at stake, what, we may ask, is the practical state of the case in respect of public service superannuation? What have the more important Governments of the civilized world actually done in the matter? Well, there is not a single important country in Europe which has not frankly accepted the principle. Some of them provide for their civil in the same way as for their military employees—on a basis of half-pay. Some, like Denmark, provide for the employee but compel him to provide for his dependents himself, either by purchasing an annuity for his widow, or by insuring his life for a minimum amount. Some, like Britain, Russia and the Government of India, require no contributions from employees; others, like France and New Zealand, require that part of the cost be made good by the employee himself. Russia in addition pensions her teachers and her clergy. New Zealand makes provision for the dependents of the employee after his death. In short, there is a very great variation in all matters of detail, and there can scarcely be said to be any general standard to which these systems conform. I propose to give a very brief account of two or three of the measures which have been adopted in English-speaking countries, as these will be the most useful for our purpose in the United States and Canada.

4. **British Isles.**—The history of superannuation in England is most interesting, but I have no time to enter into anything like a full account, and must content myself with a bare statement of facts: For the 25 years from 1834 to 1859, Great Britain had a contributory superannuation system for public employees. In the latter year, however, it was converted into a free pension system—that is, employees were not required to contribute in any way—and it remains such to this day. There is a compulsory age for retirement, namely 65. Up to the year 1909, pensions were on the basis of 1/60th (for each year of service of average salary for the final three years, with a maximum limit of two-thirds of such salary. In 1909, the basis was changed to 1/80th, with a maximum of one-half, but as against this reduction of the superannuation allowance the Government will grant to any civil servant who retires after at least two years' service a lump sum (computed in accordance with a specified scale) not exceeding $1\frac{1}{2}$ times the amount of his salary. I mention this because it bears interestingly upon a subject which we shall take up later—whether the employee should or should not contribute. It seems that British civil servants, who appear to have been exceedingly well organized, were dissatisfied with the old system, because they claimed that, whilst it was nominally a free system, in reality they contributed because the pension system acted to reduce salaries below the level of what they would be without the pension system. In other words, their real pay as civil servants was made up of salary plus pension. Ergo, the system was not free, but contributory; and, being contributory, the man who left the service voluntarily or who died in harness was having a part of his pay confiscated. Well, they had a parliamentary enquiry over it, and

the consensus of opinion was that the civil servant was quite right in his contention, and the change above referred to was made accordingly. After this recognition of an economic doctrine in its most elusive and covert form, who will say that the travail of Civil Service Committees, backed by Adam Smith and Ricardo, is in vain?

5. **New South Wales**, the largest and most important of the Australian States, has had a most unfortunate experience with regard to superannuation. The scheme, which had been in existence for only 18 years, and carried 4 per cent. contributions from employees, broke down completely in 1903 by reason of actual insolvency. The Government in that year closed it to further entrants and was obliged to assume the present and future liabilities. The failure of the fund was primarily due to the inadequate rate of contribution. It was a clear case of sinning against light, too, for the Government had ignored reported warnings that disaster was inevitable unless the proper remedies were applied in time. This experience, naturally, has had a very depressing effect on the whole question in Australia.

6. **New Zealand** first enacted superannuation legislation in 1858. In 1908, they put in force their Public Service Superannuation Act, under which all previous partial superannuation measures were consolidated (they already had superannuation funds for teachers, state railways and police) and the system was extended to all public servants. It may be noted here that state employees are very numerous in New Zealand because of the nationalization of so many of their enterprises. Full particulars of the scheme would be out of place here, but we may note that it provides allowances not only for retired employees, but for their dependents—meaning thereby widows and minor children up to 14 years of age. Members are entitled to be retired with allowances at age 65 after 40 years' service, if men; or at age 55 after 30 years' service, if women. (One feels sure that the feminist sisterhood would take this as a dire insult were it not that the discrimination is rather in their favor). The rates of contribution payable by the service are: 5 per cent. for entrants up to age 30, increasing by one per cent. for each 5-year group of entry ages up to a maximum of 10 per cent. at age 50 and upwards. The Government also makes stipulated payments and guarantees the solvency of the fund and the functionary known in New Zealand as the public trustee receives and invests the funds; while a Board, appointed jointly by the Government and the Service, attend to the ordinary administration. There is thus a distinctly democratic quality in the New Zealand system which is lacking in most governmental schemes.

7. **The United States.**—The Federal Government of the United States has had so much of a steady diet of "pork" in the shape of military pensions that it has been very shy of swallowing any proposals for civil pensions. You will remember that famous chapter of the Natural History of Iceland which was said to read as follows:

"CHAPTER LXXII—CONCERNING SNAKES."

"There are no snakes in Iceland."

I was going to say that the same might be said of public service retirement provision in the United States; and yet there has been very persistent agitation to that end, and notably in the years from 1907 to 1911. In 1908 and 1909 no fewer than seven bills were introduced in one or other House of Congress, but none of these ever emerged from committee except the Gillett Bill of 1909. Another Bill was favorably reported out of committee in April, 1910. All of these measures have a strong family resemblance;

they uniformly provide for deductions being made from the civil servant's salary and accumulated at specified rates of interest until his retirement, when the sum thus accruing is either paid over to him or his representatives, or is used to purchase an annuity for him. This is our old friend, the enforced savings bank plan; and, without disrespect to anyone's opinions, we in Canada are pretty well convinced that it will not serve the purpose. But more of this anon.

8. **The Dominion of Canada.**—Anyone who cares to go into the matter of civil service retirement in Canada will find some account of it in an Appendix to this paper. I shall only mention here that the federal public service of Canada enjoyed superannuation privileges from 1870 to 1898. This scheme provided (and still provides for the diminishing remnant of members) superannuation allowances on retirement for invalidity or old age—the rate being $1/50$ th for each year of service, based on average salary for the last three years; maximum $35/50$ ths, or 70 per cent. It was compulsory for those eligible and was contributory, although the rates were very small. But the scheme had admitted defects, and for one cause or another was abolished, or rather was closed to further entrants, in 1898. For it was substituted what is known as the Retirement Fund—a compulsory savings scheme. Under this measure 5 per cent. deductions are made from salary and accumulated at 4 per cent. interest against the day when the civil servant retires. Associated with this measure is a Civil Service Insurance Act, by virtue of which public employees can insure their lives up to \$5,000 at very low rates. The retirement scheme is regarded with almost universal dissatisfaction, for the simple reason that it is far from meeting some of the chief difficulties of the problem. It is noteworthy that New Zealand gave the plan a trial and reached the same conclusion. At any rate, I am within the mark in venturing the prediction that this sort of scheme is near its end in Canada so far as our public service is concerned. In 1914, just before the outbreak of war, the Government gave evidence of intention to re-establish superannuation in a modernized form. But the war, of course, has put a stop to all such projects for the time being.

9. It will be useful at this point to outline the main principles which a properly designed superannuation measure should, in our judgment, follow. This will serve to indicate the general aims which Canadians are pursuing at the present time and which they are hopeful of succeeding in; and, at the same time, will be of assistance in answering the questions in which you are mainly interested to-day. I shall put the several points before you in the form of assertions or statement of belief, with such running commentary as time will permit.

10. The retirement problem as it relates to the public service can best be met by a system which provides superannuation allowances on retirement through invalidity or old age. Such a system is better adapted to the purpose than any savings scheme which is known to have been adopted in the past or proposed for the future. The latter pre-supposes that each man stands or falls by himself, whereas a superannuation system as ordinarily understood involves the insurance principle, whereby a group agrees to stand as a unit for certain purposes and pool their interests for the greater good of the group as a whole.

11. Such a superannuation system, in addition to guaranteeing a retiring allowance to the employee himself, should also make provision for his immediate dependents after his death. That is, allowances to widows and children should be a part of the scheme. Unless this is done, some of the

main objects sought for will certainly be defeated. Economically speaking, the employee's family is part of himself and unless the fact is recognized, it will react detrimentally on the service of which he forms a part.

12. Superannuated allowances should be determined on the double standard of salary earned by the employee and the period of his service. A closer examination of the question will probably lead to the conclusion that the salary payable throughout the whole term of service is the proper basis to work on.

13. The system should, it is submitted, be compulsory. The large interests involved would justify such a course, just as the good of the community as a whole requires that we all pay taxes. If the system be voluntary, there will inevitably be a certain number of employees who will fail to make any provision for themselves, and it will not help matters if, when the time for retirement comes, they say: "We see now that we made a mistake. What can you do for us? You really must not thrust us out now, unprovided for as we are." And if there is any considerable number of them you can't thrust them out, and what then becomes of your main object—the efficiency of the service? Similar considerations will probably lead to the conclusion that a compulsory age for retirement is also desirable.

14. It being conceded that the benefits of superannuation are reciprocal, it is reasonable to hold that the cost should be contributed on a reciprocal footing; that is to say, the employer and the employee should both contribute. Mr. H. W. Manley, as we have seen, estimated that the net saving to the employer resulting from a well devised superannuation system was almost certainly 5 per cent. of his pay-roll and probably nearer 10 per cent. The employer, then, can afford to contribute. On the other hand, he should not provide the whole cost, because it is not only just but good policy for the employee to bear his share. It gives him a stake in the fund and if, in addition, you give him a share in the management, you will have done something more than set up a mere financial machine. It would be sheer presumption to say that we can fix the exact percentages of cost which the two parties in interest should pay; but the proposition that each should pay an equal share is beginning to find acceptance and is defensible on general grounds. There can, at all events, be no two opinions on the question of having the contributions from all sources adequate for the continued maintenance of the system. The inclusive contribution rates should be carefully worked out so as to provide fully for the entire scheme of benefits, and the rates to be paid by the service fixed accordingly. There may be cases in which a single flat rate of contribution will prove fairly equitable, but in the great majority of cases equity as between individual contributors will require that there be a series of rates based on individual or grouped ages at time of entrance to the fund.

Assuming that the employee contributes, it would be only fair to repay the amount which he has actually contributed, in the event of his being retired without other benefit.

15. As to the question whether a fund should be established separate from the general revenue and funds of the State, my own preference is decidedly for a separate fund, managed by trustees representing both sides. Besides helping to create a more tangible institution, the increased earning power of the funds resulting from careful investment and the greater interest taken by the management and the whole service in superannuation affairs generally, makes this a desirable course.

16. A difficult question is involved in the treatment of the existing

service when a new superannuation scheme is being introduced. Generally speaking, the aim should be to merge the entire service in the new, and presumably better, system which is about to be established. Those who are under no present scheme of retirement also present a problem, since many of them will have been in the service for years and some will be close to the retirement age. To make them pay for the entire cost of adequate retirement allowances, or for any considerable portion of such cost, would be a great hardship or even a practical impossibility; while the employer will in many cases hesitate to assume so great a burden alone. Situations of this kind will differ so radically as to facts and conditions that a general discussion on the subject is of little value. There are two sides to all such cases; first, the financial side, which should be worked out accurately under professional advice; and, secondly, the human side which will need sympathetic treatment.

17. Let it be recognized, however, that many superannuation funds have been brought to ruin through a too careless treatment of this very question. Heavy liabilities, the extent of which are undreamed of at the start, are fastened upon the scheme and prove disastrous in the end. This, combined often with inadequate normal contributions, shows a lack of financial care and prevision which has been the principal cause of bringing superannuation systems into disrepute. If the fund is a private one—industrial or professional—it goes to the wall; while if public and supported by an all-powerful government, the disclosure of adverse conditions may none the less result in its abolition and in the disinclination to re-establish any system, possibly for many years.

18. One of the most refreshing instances of a proper attitude towards this problem is the following. In 1915 the Episcopal Church in the United States decided to do something by way of superannuating its clergy. Bishop Lawrence of Massachusetts had general charge and, after looking into the problem, this is what he said:

“The great trouble with pension funds is that they generally start with the pleasing assumption that all their members are young. Unfortunately, this assumption is no more true of pensioners than it is of other people. When a man begins young, something like 7 per cent. will carry his pension, but if he is 55 or 60 when the pension fund starts there is no use of figuring as if he were 24. To give him a pension, 40, 50, even 80 per cent. of his salary may be required. Nobody dares ask so much. Pension framers seldom have the courage to suggest that any man is over 30. The result is that the men of 60 get the benefit of thirty years' contributions that they have never paid in. A pension fund soon finds this out—in its bank account. The only way to avert this is either to ask the older men for something like half of their salaries or to begin operations with a reserve.”

He decided, therefore, to begin with a reserve. His actuarial advisers told him he should have \$5,000,000, and he went out after it. By latest accounts (May, 1916) he had \$2,000,000 of the amount and was still going strong.

19. Every friend of the superannuation principle should insist to the utmost of his opportunity on sound financing and management for these funds. The Police and Teachers' Pension Funds of the City of New York are to-day facing an almost hopeless situation from past sins of this kind. There was an actuarial deficiency in the Police Fund on February 1st, 1913, of \$65,000,000; and a deficiency in the Teachers' Fund on June 30th, 1914,

of \$54,700,000. The history of these funds is instructive, but I must not take the time for further comment on special cases.

20. Faulty construction of the framework of funds, inadequate contribution rates and abuses in administration, have done much injury to the cause of superannuation. Fortunately, these defects are in no wise inherent; on the contrary, they are all of them avoidable. No superannuation system which is framed to suit complex modern conditions can be financed on the basis of the ludicrous contribution rates which were fondly deemed adequate for schemes now moribund—schemes which provided, it may be, for far different allowances and benefits. Let the cost of the scheme be honestly and carefully ascertained, and let it be provided for in straightforward fashion, and it will prove manageable because it will be well worth while. As to improvements in administration, these will follow the general toning-up of public service conditions of which we are all aware to-day.

21. I began by saying that the retirement problem is in reality but one of a series of problems; and I end where I began. You cannot, by any device known to man, control this retirement problem unless you have first seen to it that only efficient persons are appointed, and unless after that you have made the environment and the other conditions of service such that a general efficiency will be maintained. That a proper retirement measure is a powerful aid in maintaining that general efficiency, no one will deny; but it is, after all, only one phase of a larger problem. But here I am intruding into a field in which Civil Service Commissions live, move and have their being: a field from which it becomes me to withdraw forthwith.

MILITIA RECORDS OFFICE.

The casualty branch of the militia department for the past month has been receiving an average of 200 queries per day from relatives of the men reported wounded or missing at the front. A staff of a little over 600 is now employed in the branch looking after the records and keeping track of the individual members of Canada's army. Some complaint has been made by anxious relatives who have had to wait a week or ten days or perhaps more, before receiving replies to their queries for detailed information as to the character of the wounds received by those about whom inquiries are made, or whether any information has been received in cases where the men have been reported missing.

The officials in charge of the branch, which is under the capable supervision of Mr. Frank Beard and Miss Maloney, in every case answer all inquiries at the earliest possible moment. It is pointed out, however, that it takes at least seven days to

get replies from England to the cabled messages of inquiry which are going forward at all hours of the day and night. These inquiries have to be sifted out in London and re-directed to the hospitals or battalions where the individual cases in question are located. Everything possible is being done to expedite the giving of information to relatives, and it is found that there must be considerable unavoidable delay in many instances.

WELL DONE!

"I'll not dance with a young man here while my brother is in the trenches."

With these words a popular young woman put on her hat and left a patriotic-social affair when it reached the dancing part of its program.

To the shower of congratulations and approving comments called forth by her action *The Civilian* begs to add its congratulation.

Would we had more such girls!

"THE SHELLS."

Hear the cannon with the shells,
 Iron shells,
What a world of punishment their energy expels.
How they sprinkle, sprinkle, sprinkle,
All the battlefields with dead,
While the faces late atwinkle
With the life force fade and wrinkle
'Neath their death discharging blight
Making whine, whine, whine,
With a sort of hellish rhyme,
To the dindinabulation that so murderously swells
From the shells, shells, shells, shells, shells, shells, shells,
From the sounding and the pounding of the shells.

Hear the bursting battle shells,
 Lyddite shells.
What a world of sorrowing their ravishment compels.
Through the uproar of the fight
How they hurtle and affright
From their molten iron throats,
And all in tune.
What a raucous ditty floats
To the battle god that hearkens while he gloats
On the doom.
Oh from out the rounding hells
What a rush of infamy uproariously wells.
How it smells, how it dwells
On the torture, how it yells
Of the capture that impels
To the crashing and the smashing
Of the shells, shells, shells,
Of the shells, shells, shells, shells, shells, shells, shells,
To the quaking and the breaking of the shells.

Hear the life consuming shells,
 Slaughtering shells,
What a trail of bloody death their handiwork now spells.
O'er the trenches night and day,
How they howl upon their way,
Shriek like demons' hell accurst,
They can only burst, burst, burst,
 Out their ruin.
In a merciless death-dealing to the hatred of the fire.
In a raging devastation, with a fratricidal ire.
Surging higher, higher, higher,
Diabolic in desire,
And a murderous endeavour
Now to kill, to slay, or never.
Soaring on like a blood-crazed loon.
Oh the shells, shells, shells,
What a tale their cunning knells,
 Everywhere.

—T. A. Browne.

The Roll of Honour.

Men of the Public Service of Canada enlisted for active military service.
Names previously published—2,145.

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 T. Bradley, Railways and Canals, Ottawa, 51st Battery, C.F.A., C.E.F.
 Henry Elliott, Railways and Canals, Ottawa, 73rd Battery, C.F.A., C.E.F.
 W. E. McQuarrie, Railways and Canals, Ottawa, 51st Battery, C.F.A., C.E.F.
 J. L. O'Connor, Dominion Observatory, Ottawa, 207th Battalion.
 W. G. Robertson, Dominion Observatory, Ottawa, 207th Battalion.
 G. D. M. Fulton, Dept. of Secy. of State, Ottawa, 73rd Battery, C.F.A., C.E.F.
 W. Jones, Dept. of Secy. of State, Ottawa, 73rd Battery, C.F.A., C.E.F.
 F. Scott, Dept. of Secy. of State, Ottawa, 73rd Battery, C.F.A., C.E.F.
 A. B. Coulter, Naval Service, Ottawa, 73rd Battery, C.F.A., C.E.F.
 Capt. Donald Robertson, Indian Affairs, Ottawa, O.C., 73rd Battery, C.F.A., C.E.F.
 Lieut. A. H. Miller, Topographical Surveys, Ottawa, 73rd Batttery, C.F.A., C.E.F.
 John Culbert, Auditor General's Office, Ottawa, 73rd Battery, C.F.A., C.E.F.
 Sub-Lieut. E. D. K. Matthews, Inland Revenue, Ottawa, R.C.V.N.R.
 Lieut. Wm. Anderson, Interior, Ottawa, 25th Battery, C.F.A., C.E.F.
 M. B. Atchison, Interior, Ottawa, 207th Battalion.
 H. A. Bradley, Interior, Ottawa, Motor Cycle Corps.
 Sgt. W. R. Burrill, Interior, Ottawa, 4th Pioneers.
 F. W. Carson, Interior, Ottawa, C.A.S.C.
 J. C. Cowan, Interior, Ottawa, 51st Battery, C.F.A., C.E.F.
 E. W. Clarke, Interior, Ottawa, C.A.S.C.
 D. G. Cameron, Interior, Ottawa, C.F.A., C.E.F.
 H. W. Cannell, Topographical Surveys, Ottawa, 207th Battalion.
 J. B. Corcoran, Interior, Ottawa, C.A.M.C.
 J. A. Dowd, Interior, Ottawa, 4th Divisional Train.
 S. P. Eagleson, Interior, Ottawa, Canadian Engineers.
 Oliver Emond, Interior, Ottawa, 230th Battalion.
 C. C. Fitzgerald, Topographical Surveys, Ottawa, 77th Battalion.
 W. F. Gray, Interior, Ottawa, 207th Battalion.
 Sergt.-Maj. W. E. Hunter, Interior, Ottawa, 77th Battalion.
 Bugle Maj. C. W. Hill, Interior, Ottawa, 77th Battalion.
 T. S. Heaslip, Interior, Ottawa, 156th Battalion.
 R. A. Ince, Interior, Ottawa, 235th Battalion.
 R. A. Lawe, Interior, Ottawa, C.A.S.C.
 W. J. Linford, Topographical Surveys, Ottawa.
 E. T. Mennie, Interior, Ottawa, 207th Battalion.
 J. P. McElligott, Interior, Ottawa, 207th Battalion.
 Lc. Corp. A. F. McCullough, Interior, Ottawa, 2nd Div. Supply Column.
 John Mehagan, Interior, Ottawa, Canadian Engineers.
 J. D. Northrup, Interior, Ottawa, C.A.S.C.
 W. J. O'Grady, Interior, Ottawa, 87th Battalion.
 J. G. C. R. Pratte, Interior, Ottawa, 57th Battalion.
 Roy Peaker, Interior, Ottawa, C.F.A., C.E.F.
 Major A. A. Pinard, Interior, Ottawa, 230th Battalion.
 Capt. N. E. Pelletier, Interior, Ottawa, 230th Battalion.
 Capt. J. H. Stother, Interior, Ottawa, Ammunition Column, C.F.A.
 J. S. Stout, Interior, Ottawa, 8th C.M.R.
 Sergt. W. T. Slade, Interior, Ottawa, 77th Battalion.
 J. W. Summers, Interior, Ottawa, 207th Battalion.

JOLLY JINGLES by BLACKIE DAW

JEAN LATOUR'S SON.

“Comè drink, ma fren’, one petite bière,
And I was tol’ you ’bout ma son;
Shees gone fer fight by angleterre,
Fer keel de Kaiser an’ de hun.”

“Wen firs’ de war shees start, mon fils
Shees say to me, one day, ‘Mon père,
I tink I go fer mak enlees’
Wit’ hundred fifteenth voltigeurs.’”

“Nex’ day ma son (shees name is Pierre!)
Tak chemin de fer by Ottawa
An’ go fer see Captain Lemaire
Who give ma son habit soldat.”

“Dey train fer two, tree mont’s maybe,
Den dey embark on vaisseau gran’,
Fer mak de trip across de sea
An’ fight at front wit’ englishman.”

“Mon fils shees fight by St. Eloi;
By Ypres, too, shees fight also,
An’ roun’ Verdun shees lose deux doigts,
An’ to de hospital shees go.”

“Shees fight again by Orignay;
An’ in de middle of “Advance,”
Shees killed and now is interré,
Je sais pas où,—*Somewhere in France.*”

“Ma fren’, if you have sons at home,
Mak dem enlees’ an’ wear khaki,
Fer help avenge les Belges et Serbes,
An’ fight or die for la Patrie.”

THE CIVILIAN

Devoted to the interests of the Civil Service
of Canada.

Subscription \$1.00 a year;
Single copies 5 cents.

Advertising rates are graded according to position
and space, and will be furnished upon appli-
cation.

Subscriptions, MSS intended for publication, and
all other communications should be addressed
to:

THE CIVILIAN, P. O. Box 484, Ottawa.

Ottawa, July 21, 1916

THE NATIONAL DUTY.

"I have loyally supported all the war measures of the Government, have appealed to all classes of my fellow-citizens to rise to the occasion and do their share, not only in contributing money, but in the ranks by doing battle for the great cause. And I am here to-day for the great purpose and object, to appeal to my fellow-countrymen of all origins to do their duty, and ask all who can go to take their places amongst those who are contending for the cause of civilization on the fields of France and Flanders.

"I especially ask my French-Canadian friends to do their part. There are men amongst them who tell them they must not enlist because they claim we have grievances in Ontario. Let me tell them that the grievances will be settled by the law courts, and obligations as well as rights, and those who want their rights recognized as citizens of the Empire must be prepared to do their duty to the full."

—Sir Wilfrid Laurier.

In the reproof of chance lies the true proof of men.

—Mr. Asquith.

It is easier to go down a hill than up, but the view is from the top.

—Mr. Arnold Bennett.

OUR BOYS

Previously reported:

Dead...	59
Wounded...	107
Prisoners...	7

DEAD.

H. B. COMPTON, D.C.M.
ALEX. MUIRHEAD.
W. H. WATSON.
LIEUT. JOHN L. GODWIN.

WOUNDED.

D. DENHOLM.

YOUNG MEN,—CHOOSE!

The civil service in Ottawa has, for nearly two years, taken its full part in the work of raising the Canadian Expeditionary forces. It has "paid its way," but no more. It has no balance to its credit. The war still goes on and the Government calls for at least 150,000 more men. To this number the Ottawa civil service must furnish its quota. By some means or other several hundred civil servants must be induced to enlist within the next few months. If this is not accomplished the credit of the service will be irreparably damaged, all the work of the organizations to raise its status and improve its opportunities will be lost and the abuse and contempt of its enemies will return upon it in overwhelming force.

Responsibilities for saving the service from the threatening disaster and of securing for it the credit, — the actual material asset, — of taking a part in the war exceeding, proportionately, that of any other body of persons in Canada, rests primarily upon the fit men of military age who are free to enlist. They can save or damn the service, and themselves, by their action during the next few months.

Secondarily, the responsibility rests upon the civil service organisations and their officers. To them the service and the public at large look for initiative and direction in civil service movements. There is no civil organization that was formed especially for war purposes. The duty of encouraging enlistment is thrust upon associations whose proper functions are of very different character. This has taken place in every part and among every class of people in Canada. Everywhere civil organizations have taken up military work gladly and energetically. The civil service organizations must do likewise.

Finally, the responsibility of saving the service rests on every man and woman in it. Not one can evade or excuse himself from the duty of promoting enlistment. Everyone has influence. Everyone must use his influence.

The service of King and country, of liberty, of humanity, of all that civilization holds dear should not require the compulsion of men. This war offers an inspiration, a glorious opportunity to prove their manhood in the cause of right such as few wars of history could claim. That a man fails to hear or to heed this call to arms is merely evidence that he lacks appreciation of what it really means. Such men must be taught, must be enthused, encouraged shown a higher and greater ideal in life than the pursuit of selfish indulgence. They lack spirit,—they must be inspired.

To every man in the Ottawa service the inscription on the Harper memorial at the gateway of Parliament Hill should be a thrilling call:—

“Galahad said,—‘*If I lose myself, I save myself.*’”

Will the civil servants of Ottawa lose themselves basely in selfishness and find nothing but shame, or will they lose themselves gloriously in the spirit of this world-saving struggle and find themselves created new men in all that manhood implies,—winners

of the great reward of the seekers of the Grail?

Young men! Which do you choose?

The “war editor” is tempted to say something real sharp to those correspondents in outside places who have failed to keep up their work just at the critical time. The record of civil service participation in the war has already proved to be of great value to the service as a whole. This record has been compiled solely at the initiative and expense of *The Civilian*. The editors have placed it freely at the service of the organizations. *The Civilian* asks no reward or thanks. It asks merely for that support and assistance which will make the continuation of the record possible. What is now most needed is *immediate* news of civil service casualties. Every reader should feel in honor bound to send in such information. The list of our dead and wounded is a lenthly one but the editors feel sure that many names have not been recorded. When a civil servant suffers wounds or death in battle, surely it is the duty of his friends to see that his name is enrolled in the only civil service record! Once more readers are asked to keep this duty in mind.

* * *

The civil servant who wants to fight has an unrestricted choice of services. The new artillery brigades at Kingston still want men, the engineers and signallers have to fill up their establishment after each draft leaves, the cavalry regiments at the front have got their horses back and want recruits used to the saddle, while infantry battalions of every character are being raised — Scottish, Irish, French - Canadian, “bantam” and what not. Then there are the C. A. M. C., the C. A. S. C. and other non-combatant units of the army, and, to still further enlarge the opportunity for young men of red blood, the flying corps and the Royal Navy are both seeking recruits in Canada. No man

is excused from enlisting merely because he does not like some particular unit or arm of the service.

* * *

Among all the hundreds of men and women in Toronto post office is there not one who will take up *Civilian* correspondence?

* * *

The volunteer monopolizes the honors of the war. The conscript is known as an ex-slacker and esteemed accordingly.

MILTON GRANT.

In to-day's issue *The Civilian* concludes publication of the valuable contribution made by Mr. M. D. Grant before the recent convention of Civil Service Commissioners on the subject of Superannuation, and the event invites a personal touch.

This whirl-i-gig world is equipped with many types of men. Among the types are those who find the problems of life a hopeless muddle and throw up their hands and sink. Then there are those who, realizing the existence of a promised land of hope and emancipation are too shy to take part in the battle of life, and just keeping their heads above water look with glazed eyes upon the exclusive signs reared by the magnates of monopoly. A third type springs into being full-armed and ever ready to take part in the quarrel which the human family has with its aggressors. Mr. Grant is of the latter type.

A little over ten years ago the Civil Service entered upon a period of organization and the opportunity was offered for strong men to come to the front. The result was the formation of the Civil Service Association of Ottawa, of which Mr. Grant was an executive officer. In the initial results of the association's work, two men stood out prominently on account of the special services rendered, viz., Mr. R. H. Coats and Mr. M. D. Grant.

In the famous memorial presented to the Government by the association, Mr. Coats contributed a section dealing with the Cost of Living; Mr. Grant treating the subject of Superannuation. The memorial has long since passed into history, but the Service owes not a little of such progress as has been made to the masterly construction of this memorial, of which the above mentioned reports were the backbone.

Soon after the founding of the association there was launched another valuable institution in the Service, viz., *The Civilian*, the vehicle which has made possible a condensed co-ordinated study of vital problems among the civil servants of the whole Dominion. Here again Mr. Grant came to the fore, being one of the original four men who undertook the new and delicate task of editing a Civil Service journal.

The function of a public service journal in Canada involves reporting and commenting upon the government of the people by the people and for the people, theoretically under Democracy, but in reality under the Patronage System. In consideration of the tender feelings of the participants of the said system, it will be realized that the Editors of *The Civilian* had to steer a narrow course, had to carefully sift their words and to leave many things unsaid. To this difficult task Mr. Grant contributed his leisure hours so long as he remained in the Service, thereby proving his loyalty and patriotic zeal to the cause of good government.

The above are outstanding services rendered by Mr. Grant and take no account of the ceaseless round of committee duties performed in the interests of the Service and carried on until he retired from the Service, leaving an example for all members of the public service to study and to follow.

It is sometimes almost as hard to meet a bill as to keep out of its way.

CIVIL SERVICE CASUALTIES.**D. DENHOLM.**

David Denholm, a post office employee of Saskatoon, has been reported in a casualty list as wounded. His injury is from shell-shock and he is recovering.

H. B. COMPTON, D.C.M.

H. B. Compton of the Regina post office is reported to have been killed in action. Details are not at hand. He was one of those among the thousand civil service fighting men at the front who have especially distinguished themselves. Not long ago he received the coveted D.C.M.

ALEX. MUIRHEAD.

Regina postal employees also mourn for Alex. Muirhead a former popular registration clerk of that office, who has given up his life on the battlefield.

H. O. FILION

Mystery still shrouds the fate of Hector O. Filion of the statistics branch of the Customs, who went to the front with the 2nd Battalion. There is still hope that he is a prisoner in Germany,—probably wounded, as reported unofficially, but as months go by and no definite word of him comes to Canada, fear grows that he is dead. Corporal Jenkins of the 2nd Battalion has written to the missing man's father, in part as follows:—

"I regret to say that I am almost positive of your son's death; in fact I am certain he met his death on April 24th, 1915, between the hours of 1 and 3 p.m. I was given orders by the late Capt. Culling to detail ten men to occupy a building which was in front of us, and your son was one of the men who went with me. The building, which we occupied was shelled by the Germans and all of the men were killed or died shortly afterwards from wounds."

However, Filion's name appeared in a list of wounded at a later date, so that Jenkins' story is not proof of his death.

W. H. WATSON.

Mr. J. G. Watson, Huntsville, Ont., has received word of the death, while on active service, of his son W. H. Watson. Before enlisting for active service in the Overseas Forces in January, 1915, the late Mr. Watson was a Railway Mail Clerk in the Toronto Division. Death resulted from wounds received June 30th, 1916.

LIEUT. JOHN L. GODWIN.

Lieut. J. L. Godwin, of the Trench Mortar Battery was killed in action somewhere in Flanders, on the 8th inst. Before enlisting Lieut. Godwin, who was a nephew of C. A. Magrath of the International Joint Commission, was on the staff of the House of Commons, assistant to the deputy sergeant-at-arms during the illness of Col. Smith in the sessions of 1912-13. His brother, C. R. Magrath Godwin was killed on the 4th of April.

**DEPARTMENT OF THE NAVAL SERVICE.****ROYAL NAVAL COLLEGE OF CANADA.**

ANNUAL examinations for entry of Naval Cadets into this College are held at the examination centres of the Civil Service Commission in May each year, successful candidates joining the College on or about the 1st August following the examination.

Applications for entry are received up to the 15th April by the Secretary, Civil Service Commission, Ottawa, from whom blank entry forms can be obtained.

Candidates for examination must have passed their fourteenth birthday, and not reached their sixteenth birthday, on the 1st July following the examination.

Further details can be obtained on application to G. J. Desbarats, C.M.G., Deputy Minister of the Naval Service, Department of the Naval Service, Ottawa.

G. J. DESBARATS,

Deputy Minister of the Naval Service.

Department of the Naval Service,
Ottawa, June 12, 1916.

Unauthorized publication of this advertisement will not be paid for.

ENLIST IN THE ARTILLERY

The 74th Battery, C.E.F., is now recruiting. Its Officer Commanding is Captain F. Grierson, of the Finance Department. The 73rd and 74th Batteries are at present at Barriefield, but as soon as the present Division leave Petawawa, the new Batteries will move up to that camp. The Artillery offers many diversified interests, and calls for efficiency in a high degree. Civil servants desiring to enlist may call upon Lieut. O'Leary, Artillery Recruiting Officer, Elgin St., mentioning the 74th Battery, when all necessary information will be furnished.

A congenial and interesting outdoor life will be assured, together with the pleasure and honour of having your name engraved for all time upon the Empire's Honour Roll.

NO SLACKERS NEED APPLY.

Those engaged in promoting recruiting in the civil service have been frequently confronted with complaints in regard to the alleged filling of the places of men who had gone to the front with "slackers" from the outside. It has been charged that the place of a married man who enlisted was filled by a single man and that another single and able-bodied outsider got the place vacated by a man who had to undergo a surgical operation to fit him for the army. Many other similar cases were also reported. The matter has been one of great annoyance in the service, yet was one in which civil servants could not well interfere. It has now been taken up by outside parties, as is indicated by the following story from the *Ottawa Citizen* of July 12th:—

"At a meeting yesterday of representatives of the different units recruiting in Ottawa it was decided that the civil service commission be asked that no civilians be appointed to jobs in the civil service left vacant by men enlisting for the front. It is claimed that often when a civil servant decides to join the force there

are many civilians rushing to get his job, at least during the time he is away. The civil servant naturally questions himself why he should leave his job to fight for his country if others who have just as good a right to enlist, step into his place in the department.

"It will be urged that the positions be filled if possible by returned soldiers and that by all means the jobs of those who enlist be held for them when they return. The returned soldiers who have been in the jobs in the meantime to be provided for by the government."

PATRIOTIC FUND.

The contribution of J. T. Lithgow, Canadian trade commissioner at Glasgow, was omitted from a list of subscriptions by trade commissioners recently published. Mr. Lithgow gives \$30 per month, or \$360 for the year.

CIVIL SERVANT wants to rent for September 1st, a clean, warm house, detached preferred, in good locality. Must have modern conveniences, gas, electric light. Rent not over \$30. Phone Q. 2419 or Carling 2012.

LETTER CARRIERS' CONVENTION.

The 16th Biennial Convention of the Federated Association of Letter Carriers, (postponed from last year), will convene in the City of Vancouver, B. C., on Thursday, August 17th, sessions lasting three days.

The Convention committee of Branch No. 12, F. A. L. C., has practically completed all details for the entertainment of the delegates who will be attending the 16th Biennial Convention.

The committee will meet the "Special Car" on arrival at the Depot, and conduct the delegates to Convention Headquarters, on Wednesday evening, August 16th.

After the first days sessions are over, a "Get Together" and Dance, etc., will be held in the Labor Temple for the delegates, carriers and friends. Music to be supplied by a Union Orchestra in accordance with the principles of the Federation and Trades Unionism.

On Friday, 18th, it is arranged to be "Officially Shot At" by an ex-member of the local, who finds this business more congenial, or profitable, than carrying His Majesty's Mails.

The "Rogues Gallery" having been obtained for future reference, they will then proceed to enjoy an automobile trip through the famous Stanley Park, thence around Marine Drive, and through Shaughnessy Height (the swell locality), returning for an evening session.

On Saturday afternoon. the delegates, and all members of the branch, will proceed on a chartered boat and enjoy a delightful sail up the North Arm of Burrard Inlet, amidst beautiful scenery and high hills, passing the famous houses of the B. C. Electric Railway Co., near Lake Buntzen, which supplies the heat, light, and power to the city and districts. Two hours later we arrive at the beautiful hostelry known as the "Wigwam,"

where a magnificent banquet will be partaken off.

An hour's mountaineering thereafter will help the digestion if one so desires, just to keep them in trim for their ordinary vocation "step climbing" on their return to duty.

"All aboard for Vancouver" is the next announcement, which will be reached about 9.30 p.m., leaving fully an hour before the grand finale is to be enacted. After stretching their legs during this interval, the delegates will proceed to the C. P. R. wharf, and embark on the 11 p.m. boat for Victoria, B. C., sleeping aboard, arriving between 5 and 6 a.m. Sunday morning. At this stage the delegates will be taken in hand by the Victoria branch of Letter Carriers until the return trip, which is scheduled for 2 p.m., giving them the benefit of the daylight trip back to Vancouver, which will be reached about 8 p.m. Then "All's well, that ends well."

THIS AND THAT.

Save your waste paper. Every time you drop a paper into a collection box you help our soldier boys along.

Beware of fake collectors. The Red Cross neither makes nor authorizes house-to-house collections.

Collections for alleged blind soldiers and to purchase artificial limbs for the maimed should also be regarded with suspicion. The government is looking after these things.

Discriminate between *bona fide* patriotic entertainments and those which, though run entirely for private profit, make a display of patriotic advertising, patriotic music and other decoys for patriotic people.

The number of Canadians in German prison camps has increased greatly during the past two months. The prisoners of war fund must be increased proportionately. Do your part.

If you haven't a Soldiers Aid Com-

mission button you can get one for a dollar.

Keep your eye on the slakers.

CASSIDY AND CLANCY DEBATE.

(By *Martin Luther Fagan.*)

Cassidy—While paroosin' th papers of late, Clancy, did you fall on Todd's loud holler consarnin' the number ov civil sarvants that has quit the troff and jined the colors?

Clancy—That I did. And I red his timlee observashuns with riotus aviditee. He gave the tradooosers a foine bunch ov choice wallops, all ov wich they richlee desarved. The Sarvice is nawt wat it awt to be, but it is vastly sooperior to the troglodytes that slam it rite and lift.

Cassidy—To sa the least, Todd made a foine job ov it, hittin' thim in the regin ov the slats ivre toime. He was soopremly ixcilint wen he introduced his figgers—wen he cut loose his mathematical calculator. It was there and thin he put the tradooosers, as ye call thim, on the bum. Nivertheliss, I contind that the Sarvice shood not be immune from fair and logical criticism.

Clancy — You're altogether rite, Cassidy. Your premisis be as sound and solid as a bone-head, and your concloooshins be admirable, followin' one another in logical sequences, like one sasage follows another from the first to the last in a long string ov sasages. So, Cassidy, on this particular hypothesis, we don't lock horns, we agree to agree, we stand sholder to sholder within Taras Vedras, as Sir Wilfred wood put it.

Cassidy—Ye hev me down foin, Clancy. Thim be me sintimints, expressed with marvellous clear-cutness. Aristootle, himsilf, cood nawt hev made it more loik a sillygism. But, Clancy, let me here and now breeffe digress. After this, whin you want to illistraight or illusidate, for Hivin's sake, don't employ the word

“sasage,” otherwise you'll git in rong with the Hyfënates. From time memorial, tha hev hild a first morgage on that word and tha git woful fierce wen tha foind eney one makin' eyes at it. After “sowerkrowt,” it stands first in their afeckshuns. So have a care respectin' the choice ov pronouns.

Clancy—The divil take the Hifinates. I'll use that adverb when I feel loik it. But, Cassidy, stop this digressin'. Let's keep at the main ishue. Whin your Hifenated sasage broke in on our meditashuns we were preparin' to focus—to presint in concreate fawrm—to—to—to—— Bring me an ax, Cassidy, that I may kill you. Your blasted pronouns and sasages and hifinates and adverbs and sowerkrowt and what not hev driven the main isshue out ov me brainery and I feel loik a drownin' man clutchin' and clawin' at the last sthraw that broke the camel's back.

Cassidy—Don't get hot under the

Bon Echo Summer Resort

ON LAKE MASSANOGA

(Within easy reach of Ottawa).

This charming Summer Resort is undoubtedly the most ideally situated of any resort in America, having a bit of scenic grandeur unsurpassed in the world, together with a perfect climate.

The Inn is rustic, with modern conveniences, and the cottages and cottage tents are attractive and comfortable.

Bon Echo Resort is situated in the Highlands of Ontario, 2,000 feet above sea level.

—x—

RATES : \$12 to \$18 Weekly

—x—

ADDRESS:

BON ECHO INN CO.

BON ECHO P.O.

collar. Keep cool. Be a statesman. Listen to me, till I bring you back to the main isshe. Whin the sasage was laid on the table for considera-shun, we were beginnin' to argify about—about—about—

Clancy—Cassidy, tip that bottle—a little—not much, and pass the residoo this way, till I irrigate me sinsis.

On motion of Cassidy, resolved that the debate stand adjourned for sivin days and sivin nites.

Ottawa, July 4, 1916.

BRITISH POST OFFICE.

Speaking in Kent, Eng., on Tuesday, May 23rd, the Postmaster General (Hon. J. A. Pease) said that between 50,000 and 60,000 Post Office men were serving with the colours, that 2,025 had been killed, that 300 were missing, and 600 were prisoners in Germany.

KNOCKER AND BOOSTER.

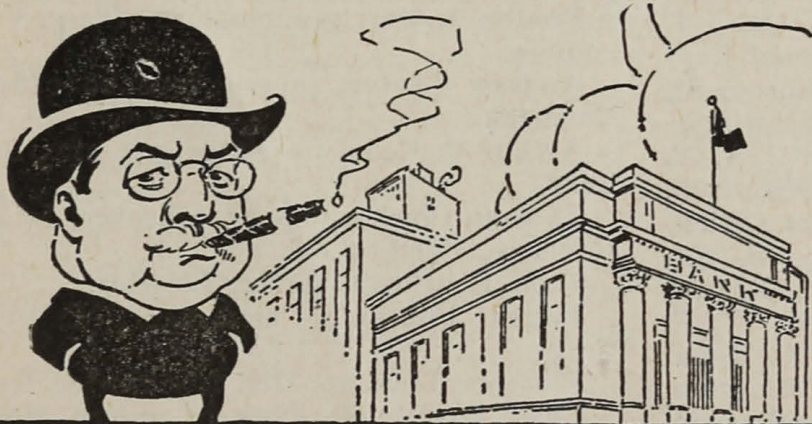
When the Creator had made all the good and beautiful things, in order that they might be truly appreciated, he then made by way of contrast the beast and reptiles and poisonous insects.

When he has fininshed he had left over scraps that were too bad to put in the rattlesnake, the hyena, the scorpion, or the skunk; so he placed all these together, covered it with suspicion, wrapped it with jealousy, marked it with a yellow streak, and called it a KNOCKER.

Then as a compensation for this fearful product he took a sunbeam and put in it the heart of a child, the love of a mother, and the brain of a man, wrapped these in civic pride, covered it with brotherly love, gave it a mask of velvet, and a grasp of steel, and called it a BOOSTER.

Which did he make you? — *Exchange.*

MEN OF AFFAIRS—



who know the importance of correct dress, are firm friends of

FIT-REFORM SUITS

We have all the New Styles—
SEE THEM.

THE 2 MACS LIMITED
BANK & SPARKS STS., OTTAWA

MINTY'S TALCUM POWDERS

Make life long friends wherever used. There is something so pleasantly different in MINTY'S TALCUMS that you will be delighted when you have discovered the many reasons for their widespread popularity.

MINTY'S BRISE CHARMANTE (pronounced Breez-Shar-Mant) is scented with the rare and unobtrusive perfume of the lily.

MINTY'S JAC ROSE is laden with the most charming of all rose odours—the fragrant Jacqueminot.

MADE IN CANADA. Sold everywhere for 25 cents. Send two cents for sample of each. Dept. C.

PALMER'S LIMITED, 100 to 106 Latour St., MONTREAL

Personals.

Appointments.

Agriculture—Isabel W. Webster, Div. 3B; Anna E. Clarke, Div. 3B; Margery E. Cairns, Div. 3B; Mary L. Evans, Div. 3B.

Auditor General's Office—W. H. Casselman and C. W. Cohoon, Div. 2B.

Customs—John G. Reymond, messenger; G. B. Bogardus, preventive officer, Niagara Falls; Andrew Porter, preventive officer, Goderich. The following to be preventive officers: A. M. Burns, Amherst, N.S.; J. A. Bain, Baddeck, N.S.; J. J. Bain, Baddeck, N.S.; Alexander Horton, Baddeck, N.S.; J. L. Hart, Halifax, N.S.; Clifton Swain, Liverpool, N.S.; D. C. Ritcey, Lunenburg, N.S.; John Boutlier, North Sydney, N.S.; Robert Newton, North Sydney, N.S.; D. J. McGillivray, North Sydney, N.S.; A. W. Stacey, Sydney, N.S.; Archibald Campbell, St. Stephen, N.B.; William Kerr, Woodstock, N.B.; E. E. Eastman, Abercorn, Que.; V. P. Gendron, Abercorn, Que.; C. Z. Gilmore, St. Johns, Que.; H. W. Childs, Coaticook, Que.; W. A. St. Laurent, Cookshire, Que.; W. M. Horne, Athelstan, Que.; W. G. Cassidy, Montreal, Que.; Victor Latimer, Montreal, Que.; Joseph Navert, Montreal, Que.; Pacifique Sicotte, Montreal, Que.; H. D. L. McKenzie, Paspébiac, Que.; R. L. Arkison, Quebec, Que.; L. E. Larue, Quebec, Que.; W. G. Power, Quebec, Que.; D. A. Vignault, Quebec, Que.; J. A. Tremblay, Rimouski, Que.; J. D. Cartier, St. Hyacinthe, Que.; Remi Raymond, St. Johns, Que.; G. L. Robinson, St. Johns, Que.; C. H. Read, Amherstburg, Ont.; F. H. Brisco, Chatham, Ont.; A. T. Pollock, Galt, Ont.; W. E. Dunn, Hamilton, Ont.; James Mallen, Kingston, Ont.; Richard McCready, Kingston, Ont.; S. M. Brown, London, Ont.; T. S. Beilby, Ottawa, Ont.; James Ussher, Ottawa, Ont.; W. F. Richards, Port Arthur, Ont.; J. C. Johnson, Windsor, Ont.; H. E. Hanna, Brandon, Man.; H. J. Hughes, Portage la Prairie, Man.; A. J. Hindouin, Moosejaw, Sask.; L. J. Silliker, Moosejaw; A. J. McAvoy, Regina, Sask.; Alexander Allen, Calgary, Alta.; C. R. Davison, Abbotsford, B.C.; T. P. McIntyre, Abbotsford, B.C.; E. T. Calvert, New Westminster, B.C.; W. A. Noble, Prince Rupert, B.C.

External Affairs—Claude Boucher and John M. Kennedy, Div. 3B.

Inland Revenue—John C. McDougall, inspector weights and measures, Edmonton; Maurice Morisset, Div. 2A.

Interior—J. N. Carnochan, Div. 2B.

Justice—Jos. A. Renaud, Div. 1A at \$3,300; John Hebert, Div. 2A; Thos. S. Waldron, Div. 3B; May I. McLeod, Div. 3B.

Labour—Narcisse Arcand, inspector, at \$1,500.

Marine and Fisheries—Capt. L. A. Demers, Div. 1A at \$3,300.

Militia and Defence—Herbert M. Garrison, Div. 2A; Donald McFarlane, Div. 2B; Jas. G. des Rivières, Div. 2B at \$1,200; Francis W. Hewitt, Div. 2B, at \$1,200; Thos. H. Cuthbert, Div. 3B.

Post Office Dept.—Exilda Dupuis, sorter; Miss Alice Rutherford, sorter; A. E. Bancroft, Regina; Miss A. S. Holmes, Winnipeg; Paul Leclerc, 3rd class clerk, Quebec; Louise Globensky, 3rd class clerk, Montreal; George E. Pelton, 3rd class clerk, Ottawa; Miss E. M. Roy, Ottawa; Mrs. V. H. Kirkpatrick, Edmonton; Miss Eva V. Cox, Toronto.

Public Works—Patrick J. Cardell, messenger.

Promotions.

Marine and Fisheries—W. J. E. Casey to Div. 2B.

Post Office Dept.—John Drew to 1st class, Toronto; Noel Bell to 3rd class, Toronto; E. H. Wright to 2nd class, Edmonton.

Trade and Commerce—Fernand Belisle to Div. 3A.

Resignations.

Miss R. Ralston, Div. 3A, Agriculture. J. U. Courteau, customs officer, Shawinigan Falls.

J. G. Hamilton, customs officer, Winnipeg.

Frederick Morrison, customs officer, Vancouver.

Andrew Porter, inland revenue officer, Goderich.

Arthur G. Code, inspector gas, etc., Sudbury.

Thomas Clarke, deputy collector, Inland Revenue, Pembroke.

J. A. Bourbeau, sorter, Interior.

Edgar Fontaine, messenger, Supreme Court.

Florence Leblanc, Div. 2B, Justice Dept. Chas. F. Colwell, clerk of orders, House of Commons.

Mary T. Edwards, Div. 3A, Marine and Fisheries.

Evangeline Belanger, Div. 3A, Militia and Defence.

L. L. Chapman, sorter, P.O.D.

Marguerite Doucet, sorter, P.O.D.

G. O. West, Div. 3B, P.O.D.

Alice Rutherford, 2nd class clerk, Winnipeg.

Ernest Dugal, clerk, Windsor.

Bessie Perkins, clerk, St. John.

Harry Caldwell, clerk, Toronto.

G. W. Gray, clerk, London.

C. H. Fitzsimmons, clerk, Calgary.

Chas. A. Rheault, inspector, R.N.W.M. Police.

Superannuations.

James Brown, landing waiter, Niagara Falls.

Henry Foster, excise officer, London.

W. H. Harrington, supt. savings bank, P.O.D.

Emile Frank, letter carrier, Hamilton.

Transfers.

E. A. Fontaine, sorter, P.O.D., to clerk, Quebec.

General.

Among officers home from the front on convalescent leave and for instruction duty are Lieut. J. C. McQuarrie, 48th Battalion, Edmonton, and Capt. A. J. Sinclair, Toronto. Others listed to return are Lieut. Prall-Pierce of Kenora and S. W. Hobart of Ottawa.

F. P. Gutelius, general manager of the Canadian Government railways, has been successfully operated upon for appendicitis in Montreal.

R. R. Farrow, assistant commissioner of customs, was elected vice-president of the Ontario Lawn Bowling Association at the annual tournament at Niagara.

"A Daughter of New France," by Dr. A. G. Doughty, Dominion archivist, is now on sale. The book is dedicated to the Princess Patricia and the proceeds derived from it are to be devoted to the work of Magdeleine de Vercheres Chapter, I.O.D.C. Its attractive appearance, great historical interest and high literary standard as well as the eminence of its authority would make it a publication of note even without the special attraction of royal patronage and its connection with patriotic work. A wide circulation is assured for this new history of the heroine of New France.

Capt. F. Grierson, who met with an accident to his knee at Petawawa Camp six weeks ago, has quite recovered and is now recruiting for the 74th Battery, of which he has been appointed Officer Commanding.

Lieut. R. L. Dunsmore, wounded at the front, is a son of R. J. Dunsmore, Postmaster of St. Thomas.

William J. Callaghan, of the Department of Customs, was married on June 28th in St. Patrick's church, by Rev. M. J. Whelan, to Mary Alice, daughter of R. J. Hickson.

Robt. J. Edmunds is officially gazetted an officer of the Canadian Expeditionary Force.

Lieut. J. A. Pope, son of Sir Joseph Pope, Under-Secretary of State for External Affairs, has been wounded.

Alan Fraser, of the Topographical Surveys Branch, is in the Southern States.

Obituary.

The death occurred on Tuesday, July 11, of Mrs. E. Andrews, mother of Alfred Andrews, of the Militia Department, who is himself seriously ill of rheumatism of the heart in the Rideau Street Hospital, Ottawa.

Peter Labelle, who died on July 11th, at the age of seventy-eight years, was the father of Wilfrid C. Labelle, of the Department of the Secretary of State.

Harriett Louisa Blatch, wife of William W. Stumbles, lately of the Department of Marine and Fisheries, passed away on July 11th.

The funeral of the late James L. Grant, deputy collector of customs at Goderich, Ont., was held from his residence in that town on Tuesday, July 11th. Mr. Grant was born in England, and after coming to Canada was for many years engaged in the sawmill business until his appointment to the Customs.

The death occurred on Saturday, the 15th inst., of Mrs. T. Dugal, whose husband is an engineer in the employ of the Dominion Government.

John Symonds died on Sunday, the 16th. He had been for twenty-five years employed in the Post Office Department.

News is received of the death in action at the front of Frank Cunningham, youngest son of Frank Cunningham, of Vancouver, a former well known Ottawa civil servant.

J. F. BLANCHARD.

J. F. Blanchard, of the Topographical Surveys branch, died Thursday morning in an Ottawa hospital, as the result of having his right leg practically severed from his body at the Chateau Laurier Station, when he slipped beneath the wheels of an Aylmer car while attempting to board it, to recover a parcel he had left in the seat.

Deceased was forty years of age, and had been in the civil service for the past fourteen years. He resided at the Rideau apartments when in Ottawa.

The first number of the Ontario Public Service Bulletin will appear shortly. It will be an official publication, issued monthly, and dealing with the work of the different departments of the Provincial Government.

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THE POSTAL JOURNAL

VOL. I.

JULY 7, 1916

No. 20

*Edited under the auspices of
The Postal Clerks' Association of the Dominion of Canada.*

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The Association Aims.

1. To obtain for all Post Office clerks one day in each week for a day of rest.
2. To impress upon the Government our desire that eight hours shall constitute a day's work, such eight hours to be completed within twelve hours and to consist of not more than two attendances.
3. That seven hours constitute a day's work between the hours of 10 p.m. and 7 a.m.
4. To obtain time off for all overtime worked or payment in lieu thereof.
5. To secure equal conditions for all Post Office clerks, whether employed in semi-staff or city offices.
6. To abolish, by any and every means in its power, the patronage system, at the same time bringing all possible pressure to bear upon the Government in order to obtain the adoption of the merit system throughout the entire Civil Service.
7. To secure, as a reward for merit and long and faithful service, the higher positions in the Postal Service, knowing that such positions can be filled more advantageously from the rank and file of the service than by the appointment of individuals having no knowledge of Postal work.
8. To stimulate and foster organization among Post Office clerks, believing, as we do, that by this method only is it possible to obtain justice at the hands of the Department and equal rights for all.

All correspondence, matter for publication, etc., should be addressed to the Editor,
A. Venables, Calgary, Alberta.

NOTES BY THE WAY.

Regina is "some" city, although we must say that we prefer to get our "Journal" copy together at home. One begrudges a moment out of the company of the Regina boys and the fine convention crowd.

Arrangements are being made to cut out our entire "standing matter" in the next issue in order that our readers may have the fullest account possible of the convention, in progress at the time of writing, along with all the "sidelines" in connection with this memorial week.

It is to be much regretted that for the

moment Montreal cannot see her way clear to join us, chiefly, we understand, for financial reasons. However, we are quite confident that some suitable arrangement will be speedily made which will be acceptable to all and then Montreal will be just as welcome.

We showed some time ago how curiously the order-in-council of last November worked out in some individual cases. Here's another one. Smith and Jones, both earning exactly the same salary, decide to enlist and are granted permission. Both naturally become due for an increase of \$100, say on July 1st. Now we will suppose that these two men, without think-

ing, arrange to meet and elist together on June 29th. Smith arrives and joins. Jones, for reasons best known to himself, suddenly believes that he'll stand a better chance of passing the doctor after two or three nights' good sleep. He therefore decides to wait a day or so, and eventually takes the oath on July 3rd. Supposing this to have happened, as far as we are able to figure this complicated matter out, Jones to-day would be receiving \$100 per annum more than poor Smith. Naturally you will say, but this is all supposition. Yet, but we think similar cases are to be found.

"Rambler," who is writing for our pages regularly just now, gives our readers some splendid opportunities for airing their opinions. That is the reason for his writing, and he will doubtless appreciate the views of others.

Convention is responsible for the small number of Branch Notes this issue. It is easily understood. Branches are reminded that we cannot accept any Branch Notes for the next issue, but we shall do the best possible with them in the latter August number.

It is regretted that the names of Messrs. Hutchinson and Allen, the two Vancouver delegates, were received too late for inclusion in the list of delegates appearing in the last issue.

ORGANIZATION.

Its Cause and Effect.—By "D.H."

It almost seems hereditary to mankind to organize. No matter what sphere of labour we undertake, it would appear that to bring such labour to a successful conclusion it is necessary to organize. This appears to be particularly necessary where the masses are concerned. If we work in the cause of Charity, Church, War, or any other cause, it seems almost impossible to get anywhere without first organizing. What is the reason for this organization? It appears to be the only means whereby anything on any large scale can be successfully accomplished, so that there must be a good reason for its adoption. Yes, the reason is as simple as it is good. ORGANIZATION is the means of acquiring "The Ideal" or the object in view, in the simplest manner, by bringing all concerned into one channel of understanding. So it would appear that the cause of organization is demanded by the measure of success we desire to attain in any venture we may undertake. One comes across people with strange ideas regarding this important subject. In the case of organized labour, there is no reason nor sense in presuming that, because you are organized, you must im-

mediately assume a militant spirit; when all has been done and said, the master still remains the master in spite of the militants. No, the persuasive spirit is the master spirit and the one that will win just as sure as death. When organized labour can show that it is superior in workmanship to labour in a disorganized state it will make headway, and there is no doubt that it is superior, solely on account of its organization, which should ask for good pay and good conditions in return for good work.

The effect of organization is marked, it creates good feeling amongst those which it affects, thereby causing an air of satisfaction to float around. It creates a feeling of ambition and ambition creates efficiency, especially in the workshop. The adoption of organization in fact would appear to be necessary if general efficiency is desired. Organization to the worker is like cultivation to the garden, the deeper it is done the more beneficial it is to all concerned.

"REFLECTIONS"—BY "RAMBLER."

"For east is east and west is west and ne'er the twain shall meet."

I am glad to think that this does not apply to our association, on the contrary it appears very much the opposite. From things I hear, and judging from what I know to be a fact, there is likely to be a meeting of great importance in the interest of the association. It is a pity that it cannot be arranged for the coming convention, but there is another to follow, and if what I hear is true there will be a crowd at that convention.

The clerks of the Calgary branch are a body of men of whom any city might be proud; the recent gathering in honour of the boys at the war was an affair that will be long remembered by those present. There is no doubt that an affair of this kind must have a very beneficial bearing on the future of the association, for it breathes the true spirit of the association. "Pavement" gossip is not always very reliable, but I hope there is truth in the rumour that the Railway Mail Service Association is under process of reorganization; this would have come anyway in time, but from another direction. I am watching the future of this association with interest.

I am in agreement, generally speaking, with "Nemo's principle of educating clerks on the Guide." It is to the advantage of the association that its members possess a knowledge of the rules and regulations of their work, and presuming this to be the case, I would suggest that a

scheme be formulated by the executive of the association towards this end. Of course if a man fails to pass his examination it is to his own disadvantage, but an association usually aims to produce a "Quality" workman, and I don't think our association is an exception. This is a subject that the association will eventually find it necessary to take up, and I would suggest to "Nemo" that as the convention is near if he were present he might have a free and easy chat on the matter there.

Judicious advertisement pays, and this might apply to our association. At the moment I do not see any disadvantage in our members using official association envelopes when writing to their friends at the war, these envelopes passing through certain eastern channels should speak for themselves.

MUSINGS OF "HEB."

The Primary Sorter.

Primary sorting's alright when the mail happens to be light, but a primary sorter must be a man possessed of superior education. You cannot take the much abused General Delivery man nor the "gentleman" on the parcel wicket and place them as primary sorters. No, it's a refined person that's needed who has at his finger ends seven languages, various dictionaries, and a directory of the nearest of cities. It's stupendous, the problems you run up against; hence the need of education. You arrive at the office alright in the morning, but that's as far as you do get alright, after that it's all wrong for the rest of the day. Your co-partner, on the night duty, happens to have got married, say, and of course being a little elated, as one can only expect, he happens to make some mis-sortings which causes the postman, next room, to say rude things, and they can, too, and as soon as you show your face, there's such a draught of sweet nothings,—I don't think. It's no use explaining about weddings, you must take it all, but then—

Now, the postman is one of my big worries. One came to see me last week. He says, Mister C. (they call me mister on account of my education). Well, says I, what's wrong? Can't deliver it. Why? Got mumps at that house. Have they; well, mumps won't hurt you; why mumps are a sign of "blue blood." Look what a prestige you'll have, walking around with "royal mumps," and, besides, you must have them some time, and see what a holiday you'll get!!

It's surprising how papers develop legs

at times. Did you ever notice how you put 'em in route 1 and sure enough the postie finds 'em in route 2? And did you ever notice how, just as the postman has gone and your back is turned, Mr. Nobody comes along to do you a good turn and puts your city letters through the machine and it so happens that you had forgotten to change the date stamp and these letters should have been out on the last delivery? And, further, isn't it annoying that the very day that your favorite molar is playing its merry pranks and your pet corn is dancing for your edification, you get the biggest conglomeration of Doukabor mail that ever arrived.

Then you're introduced to Miss So and So, who does not want her mail to go to the house as she's expecting a letter from her cousin at the front and she doesn't want Ma to see it. And isn't it annoying to meet those people who will persist "what a stupid staff at this office," because the letter never arrived that was never sent and it would be sure to contain a cheque and several thousand dollars in postage stamps. Then to keep track of those people who "flit" just previous to rent day. Regular nut-crackers, I call them. Oh! but the man that annoys me most is he who travels, what for and where is no matter, but as soon as he goes he thinks "Old Primary Sorter" should know it. "Change of address; nonsense!" Couldn't you see my box was not cleared, and therefore I could not be in town. Why 'The Herald' said I was at So and So on such and such a day. Why I should be known all over Canada by now," and we think so, too—to the police!

BRANCH NOTES.

Calgary.

The officials, clerks and carriers co-operated with the usual satisfactory result at the annual monster picnic held, through the courtesy of the Hudson's Bay Co., at Parkdale on Dominion Day. We might also say that the weather man co-operated in a splendid manner, no day this year surpassing that of July 1st. Some 350 clerks, carriers and their families were on the grounds by 1.30, the majority being conveyed there on the P. O. special cars.

The fun began long before arrival at the destination and was kept up by many, many hours after the cars arrived back in town about 9 p.m. Immediately upon arrival at the grounds, the races were commenced both for the children and adults and none of the former and surprisingly few of the latter went home without a prize, and a prize well worth having. Light refreshments were served through-

out the entire afternoon and evening, just as free as the air you breathed, and at 6 o'clock, the race programme having concluded, large quantities of the needful ammunition were stowed away in record time. Following this great supper, Postmaster King presented the numerous prizes so generously donated by the merchants and citizens of the city.

Enough cannot be said for the untiring efforts of the committee in charge of this outing, and all who attended are agreed that heartiest thanks are due them and to the Postmaster and Mr. Elson for the great interest and wholehearted co-operation shown by them for the success of the day, not a little measure of which was due to them.

Did you notice the sign "Welcome" posted upon the P.M.'s residence? Those who invented the idea of holding the picnic in such close proximity to this residence have not been thanked enough yet.

Two pairs of "whites" were somewhat criticized. Well, well, we'll bet we see more next year. Somebody said something about Mr. Sturup's new headgear, but we didn't notice it.

The committeemen's wives were conspicuously unfortunate on the race track. Those who stop to consider who cut the sandwiches may possibly find the solution. Who, may be ask, failed to arrive home until the following morning early, and we wonder whether "clearing up" was the reason given?

Prince Albert.

A very enjoyable evening was spent recently in the rooms of the local branch of the Sons of England. The clerks of this branch were the guests at a card party, given by the local branch of the Brotherhood of Railway Carmen. Functions of this description do much to cement the good feeling that usually exists twixt the various organizations in our cities. "Wee" Willie, our "star" letter carrier, has answered the call of duty, and expects to don the khaki. "Sandy" Cook has recently joined the colours. Both these men in the 243rd. An early close of the war is now looked for. The July meeting of this branch will be a very interesting one; our delegates look with horror to the occasion, all the pet troubles of the year are apt to appear on this night. This will be the meeting prior to the convention. Alec and John went fishing, and—but that's a story you should hear John tell.

Regina.

As these notes for insertion in the current number of the "Postal Journal" must be despatched from Regina on the second

day of the convention, it is impossible to give a full report of the convention proceedings, but a full report of the proceedings here will be issued later.

We must content ourselves for the present with a record of the first day's happenings. Convention opened on Monday morning, July 10th, at 9 a.m., in the City Hall, and the work of the morning session was chiefly taken up with hearing reports from the President, Secretary, Treasurer and Editor Venables. The various committees were also formed, and an address of welcome to the delegates was made by C. Gardner, President of the Regina branch. At noon the delegates dispersed for lunch. At 1.30 p.m. the delegates met at the Post Office and were introduced by Mr. Gardner to our Postmaster, Mr. Nicoll.

Mr. Nicoll expressed his pleasure in meeting the delegates, gave them a hearty welcome, and hoped that this convention would give both instruction and pleasure to the representatives of the various branches. On behalf of the delegates, Messrs. Allan of Vancouver and Tuck of Calgary made suitable replies.

At 2.02 p.m. the delegates, accompanied by several boys from the office to act as guides, proceeded on an automobile tour of the city. The route was followed through the warehouse and business section past the new R. Simpson building, and thence to the Parliament Buildings. Many of the delegates ascended the dome from which could be seen a splendid view of Regina and the surrounding country. The "Chamber" and library were also explored, and in the latter the delegates were shown many old and historical books, and also a table which is reputed to be the one at which the "Fathers of Confederation" sat.

The next visit was to the headquarters of the Royal North West Mounted Police. Under the guidance of Sergeant Major Turner, the party was conducted through the various buildings, and shown many interesting items pertaining to the life of the famous red-coated "Riders of the Plains," including a dog team and packed outfit on the point of leaving for the far North in pursuit of the Esquimaux murderers of the late Messrs. Radford and Street, the American explorers, also the famous window in the riding school where Louis Riel was executed.

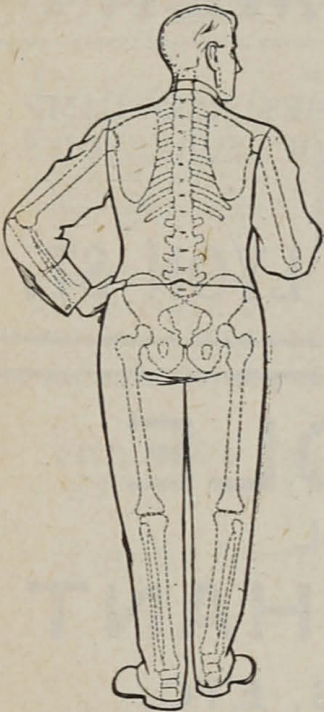
The return trip to the city was made via the residential section.

On Tuesday the convention held three sessions from 9 a.m. to 9 p.m., during which time much valuable and necessary work was dealt with.

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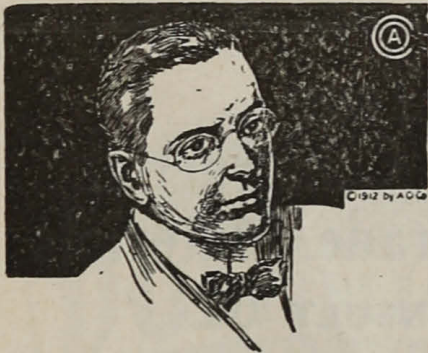
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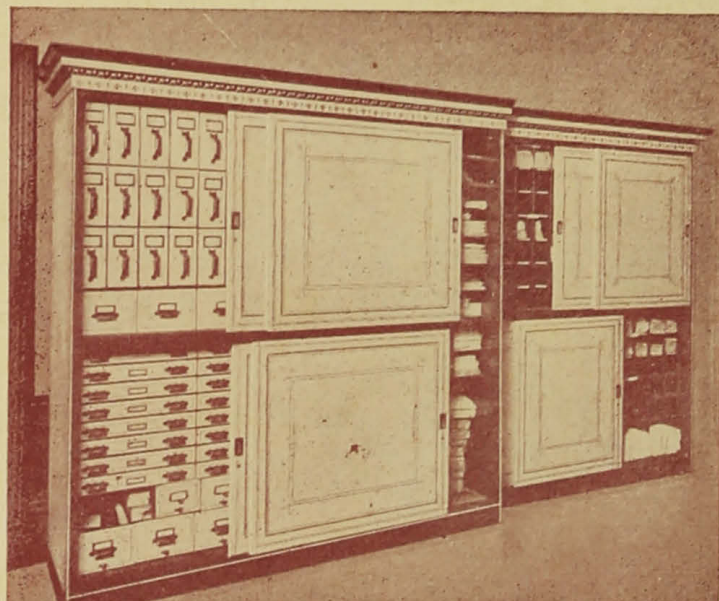
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